

# U.S. Department of Justice

### Federal Bureau of Investigation

Washington, D.C. 20535

EQUAL EMPLOYMENT OPPORTUNITY REPORT
FISCAL YEAR 1987

The FBI operates a centralized personnel management system from FBI Headquarters (HQ), Washington, D. C. Under this system, all basic personnel policy applicable throughout the service is approved and implemented from FBIHQ, and the system is geared to achieve uniformity throughout our organization. Special Agents in Charge (SACs) of field offices have been delegated authority to apply the Bureau's personnel management system, and we do not have servicing personnel offices at each field installation. Personnel actions of all sorts originate and are recommended by SACs, but must be in accordance with Bureau regulations, as well as reviewed and approved at FBIHQ. These actions include appointments, promotions, demotions, disciplinary and adverse actions, position classification and organization structuring.

All positions in the FBI are in the excepted service (5 U.S.C. 536), and accordingly, we hire independently of the Office of Personnel Management (OPM) Register. Each field office is structured almost identically, deviating only in numbers of personnel in the various grade levels. There are no autonomous organizational structures either geographically or functionally in the FBI. Communication between FBIHQ and our field divisions is on a constant and continuing basis.

Accordingly, one national Affirmative Action Plan was developed by the FBI. This plan covers the major operating components within the FBI, which are controlled on a national level through the FBI's centralized personnel management system. This national plan is believed to be the most efficient and cost effective way to deal with the FBI's unique organizational and personnel structures while still ensuring full management accountability within the FBI. A copy of the FBI's FY 1987 Accomplishment Report of Affirmative Action for Minorities and Women is attached. The Affirmative Employment Multi-Year Program Plans FY 1988 through 1992 are being prepared.

GRADE	TOTAL	TAL FY 198' WHITE	7 HIRING WHITE/F	BLACK	BLACK/F	HISP.	HISP/F	ASIAN	ASİAN/F	AM/IND	AM/IND/F	
GS 03	180	118	92	61	57	1	. 1					
GS 04	862	467	352	368	308	21	13	6	6			
GS 05	710	495	357	200	174	9	5	5	. 4	1	•	
GS 06	24	18	12	4	4			2	1		•	
GS 07	63	56	13	4	2			1	1	2		
GS 08												
GS 09	27	24	9	1	1	1	1.	- 1				
GS 10	723	617	108	43	9	49	5	13	2	1.		
GS 11	6	6	2									
GS 12	6	6	1									
GS 13	3	3	. 1									
GS 14	3	3 -	1							**		
GS 15											* 2	
GS 16	1	1	1									
WAGE.	35	20	.3	14	8			1	1			
TOTAL	2643	1834	952	695	563	81	25	29	. 15	. 4		

GRADE	PROF.	ESSIONS EC	DD - FY 1 BLACK	987 HISP.	ASIAN	AM/IND
GS 16				·		
GS 15						
GS 14	3 .	3 .				
GS 13	. 1	. 1	•			
GS 12	1	ı				
GS 11	1	1				
GS 10						
GS 09	3	3				
GS 08						
GS 07	2	1	1			
GS 06						
GS 05						
OTHER						
TOTAL	11	10	1			

-		ADMINISTRATIV	E EOD-FY	1987		
GRADE	TOTAL	WHITE	BLACK	HISP.	ASIAN	AM/IND
			•			
GS 16	1	1		• • •		
05 10		· · · · · · · · · · · · · · · · · · ·			*	
GS 15						
*	•		,			
GS 14						
	* *					
GS 13	1	1				•
	<b>±</b>	_				
			•			
GS 12	3	3	*			
			•			
GS 11	4	4	•			
						•
CC 10	719	613	43	49	13	1
GS 10	,119	913	7.7			-
				•		
GS 09	15	14		1		
				•		
GS 08						
GS 07	23	21	1	•	. 1	
G5 07	23	22	•		- <del>-</del>	
		,				
GS 06						
GS 05	11	8	3		·	
GS 04			·			
G5 0 <del>4</del>						
OTHER						
TOTAL	777	665	47	50	14	1
			•		-	

		TECH	INICALS	EOD - FY	1987				
GRADE		TOTAL	WHITE	BLACK	HISP.	ASIAN	AM/IND		
GS 16	•					•			
GS 15						ř	*		
						**			
GS 14				a a se					
00 1.									
GS 13		1	1			•			
65 15		•	•		,				
cc 12		,	2	÷	· ·				
GS 12		2	2						
		_	_						
GS 11		1	1						
			_		٠				
GS 10		4	4	•					
		•							
GS 09		9	7	1	•	1			
GS 08	•								
							,		
GS 07		38	34	2			2		
							•		
GS 06		18	15	1		2	٠		
GS 05		82	63	19					
						•			
GS 04		46	30	13	3				
		v							
OTHER									
TOTAL		201	157	36	<b>3</b>	3	2		
101111					•	-	_		

•		CLEF	RICAL + W.	AGE EOD-FY	1987		, , , , , , , , , , , , , , , , , , ,
GRADE		TOTAL	WHITE	BLACK		ASIAN	AM/IND
GS 14			.*				
GS 13							
GS 12					•		
GS 11							
GS 10							
GS 09							·
GS 08							
GS 07	٠.,						,
GS 06		6	3	3		· . · ·	
GS 05		617	424	178	9	5	1
GS 04		178	116	61	<b>1</b>		
GS 03		818	439	355	18	6	
WAGE		35	20	14		1	
TOTAL		1654	1002	611	28	12	ı

Declassified and	Approved For Relea	ase 2013/06/05 : CIA-RDP9	90-00530R001002350030-3
ACTION FO	SHMENT REPORT OF OR MINORITIES AND W		REPORT BY:
Name of Reporting Agency, Command Component or P/R Unit	Federal Bur	eau of Investigatio	on.
Responsible Agency Official:	Melvin L. J	eter, Equal Employ	ment Opportunity Officer
<del>-</del>		(Name and sitte	•
	Room 1427A,		nia Avenue, Northwest
		(Accress)	
	Washington,	D. C. 20535	
	224 4300		.".
	324-4128		
Mellin D (Signature of the response	Considir official)	(Telephone manber - commerc	refolier 29, 1987
			(=,
umber of Commands/Compon ELECTED AGENCY FY 8 7 	TSTATISTICS:	21,653	•
	•	22,477	
imber of employees at end a		221411	<del></del>
imber of employees separate due to RIF's: N/A	id from the agency		
Wh M: BI M: ,	ні м:	AA/PI M: A	II/AN M:
		AA/P! F: A	
mber of vacancies that had i	been originally project	<del>ಸಾ</del> ದ:	
P A T	c(	c * Total165	50
*The FBI does	s not project ojections base pport. Vacanc 210 Sp	its vacancies by PA d on two major work	ATCO categories, but ' k groups, i.e. Special these categories were
	•		
E OF PERSON WHO PREPARED	· -		TELEPHONE NUMBER
Barbara B. Br	owning		324-4128

#### FY86-FY87 CHANGE IN WORK FORCE EEO PROFILE BY PATCO

	T	DTAL	W⊢	ITE	Bt	ACK	HI	SP.	ΑŚ	IAN	A/IND	
CATOREGORIES				FEM		FEM			MAI.E		MALE	FEM
	178		118			7	2		6			1
CURR FY % OF CHG	188 + 5.3	57 +12.2	8	48 +12.5			+33.3	+ 100				.0
ADMINISTRATIVE								76			45	
CURR FY % OF CHG	11092	1815 +15.5	8352 + 3.4	1499 +14.1		183 +30.0			134 + 6.7		47 + 4.2	
		•									_	
TECHNICAL		1836									9 11	
CURR FY % OF CHG			1164				-36.3				+18.1	
CLERICAL	6944							156 147				74 58
CURR FY % OF CHG	6961 + .2	5894 + .1	693 7									
OTHER	838	350					8	4	2	. 2	. 3	1
CURR FY % OF CHG	848 + 1.1	376 + 6.9	350 - 3.7	238 + 4.2	107 - 4.6	127 + 7.8	10 +20.0	9 +55.5	+33.3	+ 100	-50.0	- 100
TOTAL	21652	9653	10378	5931	975	3272	414	272	161	. 68	. 72	110
CURR FY			10676				448					90
% OF CHG	+ 3.6	1+ 4.5	+ 2.7	+ 4.8	+ 2.6				+ 3.5	+11.6	- 1.4	-22.2

	· · · · · · · · · · · · · · · · · · ·
EARRIER ELIMINATION	REPORT BY:  P/R UNIT  COMMAND  COMPONENT  AGENCY
1. Number of Barriero Identified for Analysis and Elimination in F. 27: Six	
2. Number of these Earliers Eliminates in FY 87:none	
C. Number of these Earlier: Partially Eliminated in FY 27: six	
For each barrier accreased during the recording year, indicate the occupations from which it fer whom it tended to exclude, and now the barrier was eliminated or partially eliminated (that is, were instituted to replace the barrier). Where the barrier was not eliminated, please explain where	what alternative procedures lat prevented its elimination
Samer No. 1: There exists a negative image of the FBI and la	aw enforce-
ment in general within the minority community.	
This barrier affects the recruitment of minorit	ies,
particularly Blacks and Hispanics, for the entry level of	the
Special Agent (Series 1811) and support positions.	
Elimination of this barrier will be addressed o	D 2
continuing basis. During FY 1987, the Personnel Resource	a W-i-
Media Services Unit and Public Affairs Section have initi	s unit,
publicity and activities that accent the positive aspects	of the
FBI and its program responsibilities.	
Attendance at minority recruiting events include	∍đ the
following: National Association of Black Accountants, Mir	ority
Job Fair Expo, National Hispanic Bar Association, National	Tribal
Council Association (American Indian), League of Latin Ame	rican
Citizens (LULAC), Urban League and National Association fo	r the
Advancement of Colored People (NAACP).	
Media Coordinators in each field office are dele	gated the
responsibility to foster open communications with minority	oriented
print and electronic media to establish a more positive im-	age
concerning FBI employment among minorities. Additionally,	FBI
representatives attended the National Newspaper Publishers	
Association Conference (Black) and the National Hispanic Me	edia
Declassified and Approved For Release 2013/06/05 : CIA-RDP90-00530R	<del></del>

BARRIER ELIMINATION	FBI COMPONENT
T. Number of Barriers Identified for Analysis and Elimination in FY 3:	
2 Number of these Earner's Eliminates in FY 8 :	
C. Number of these Barriers Partially Eliminates in FY 2:	
For each barrier accressed curing the resorting year, indicate the occupations from which it tenum it tenum to exclude, and now the barrier was eliminated or partially eliminated (that is, were instituted to reciaco the barrier). Where the barrier was not eliminated, please explain with	what alternative procedures
Earrier Nc. 1: (Continued)	
Conference. Contacts with minority media field-wide have	ve included
production of such programs as Platicando Con El FBI (Co	onversing_
with the FBI). Favorable publicity featuring FBI minori	ty Agents
has been in the media throughout the year.	
Public Relations initiatives which continued i	In FY 87
include the following: viewing of the film on missing of	children
narrated by Bill Cosby, which is available in all 59 fie	eld offices
and FBIHO: the joint efforts of DEA and FBI in working w	vith athletes
on the Sports Drug Awareness Program: the FRI's tradition	nal support
to Explorer Scouts, a branch of the Boy Scouts of Americ	a which
reaches out to all races and colors during their formati	ve years
of establishing values.	· · · · · · · · · · · · · · · · · · ·
There are no short-term solutions to dispellin	ig a
negative image and, therefore, it will be readdressed in	the
FBI's plans for 1988 - 1992.	•
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					REPORT BY:	∕PR:
	EA <i>r</i>	RRIER ELIMINATION		ļ	ERT C	2MP
	· · · · · · · · · · · · · · · · · · ·	<u>.                                    </u>				SMA Gen
1. Number of E	ament loentified for .	Anaiysis and Elimina	tion in FY 8 :			
2 Number of th	ese Barriers Bilminas	tes in Fy a :				
C. Number of the	ese Eartem Pantally	Eliminated in FY 2	:			
_					•	
	5 3.4	IC STORE WERE ALLEGED	are the securoations from	/ ' '-	4-	
were instituted t	reciaco the barrier).	. Where the partier wi	as not eliminated, Diezo	e expiain wn	mai alternative pi at preventes its e	MCC eilm
Samier No. 2	There is lov	w visiblility	for role mode:	ls.		•
			recruitment of		orities	•
and women			eries 1811) and			
			cilized to addr			<u>.                                    </u>
wers nrim						
			el Resources Un			
			Media Coordinat			
establish	liaison with	minority-ori	ented media ou	tlets.	These	
			incrities and			
			nd newspaper a			
			omen, such as			
						_
			ring FBI person			_
			ed in Barrier			
No. 1 is a	also applicab	le in address:	ing low visibi	lity of r	cole models	<b>-</b>
			U, in-service p			-
recruitmen			d and addressed			-
			cipate in the r			-
			and interested			
			co emulate, act			
			t the country			
and conven	tions for min	orities and w	omen. All new	Agents	are advised	đ
of the FBI	's priority n	eeds and are	requested to a	ct as re	cruiters.	
				nd recog		•

	REPORT BY:	
BARRIER ELIUDIATION		P/R UNIT
	FBI	COMMAND
I. Namena of Engage Ingention to the		AGENCY
1. Number of Barmers Identified for Analysis and Elimination in F7 3:		<del></del>
2. Number of these Earniers Eliminates in FY 8:		
3. Number of these Barriers Portially Eliminated in FY 3:		
For each barrier accressed curing the reporting year, indicate the occurations from which it ten whom it tended to explude, and how the barrier was eliminated or partially eliminated (that is, were instituted to recized the barrier). Where the barrier was not eliminated, please explain who		
Earner Nc. 2: (Continued)	••	
leaders and successful individuals among minority groups	, the	
FBI's Office of Equal Employment Opportunity Affairs spo	nsors .	
programs during Black History Month and National Hispani		e
Week. These celebrations not only convey appreciation t		
groups: but also feature leaders as quest speakers who s		
exemplary role models. This year's Hispanic Heritage We	<u>ek Progran</u>	a
featured one of our own Special Agents whose heroic acti-		
the presentation of a plaque in recognition of his servi		
a shoot-out. Two fellow Agents were mortally wounded and	-	
were injured. In addition, for other personnel these pro		
provide an opportunity to increase cultural awareness.		
Initiatives which pertain to Barrier No. 4, nor	tradition	<del></del>
occupation for women, are also applicable in addressing l	.ow	<del>-</del> .
visibility for role models. For example, increased quali	ty public	ity
and targeting organizations with viable applicants would.	in effect	
bring higher visibility to those FBI leaders and represen	tatives	
involved in such activities.		-
Through this barrier has been greatly reduced,	continue	_   a
efforts must be made to provide visibility of the success		-
can be realized through law enforcement careers thereby e		-
low visibility for role models as a barrier.		-

1		REPORT BY:
	EARRIER ELIMINATION	P/R UNIT
		FBI COMPONENT
		AGENCY
1. Number of E	Samero Identified for Analysis and Elimination in FY 8:	
2. Number of t	hese Barners Eliminates in FY 8 :	<del></del>
3. Number of 5	hase Barriero Portially Eliminated in FY 3:	
wnos it tanced	r accresced during the recording year, indicate the companions from which it is to exclude, and now the barrier was eliminated or partially eliminated (that is, to reciaco the barrier). Where the barrier was not eliminated, please exciain y	what alternative procedures
Earrier No. 3:	Mobility.	
<del></del>	This barrier affects the recruitment of Speci	al Agents,
Series	1811.	
_	Transfers, per se, are a barrier only to the	extent that
individ	al Agents are unwilling to relocate. As such,	the
potentia	al as a barrier affects all applicants, includin	g
	es and women.	
<del>-</del>	FBI Special Agents must be available for assi	anment
anywhere	e in the United States upon graduation from New	·
	at the FBI Academy, Ouantico, Virginia. For t	
Agents t	ransferred to one of the 12 large metropolitan	areas,
this wil	l be the only mandatory transfer in their career	. For
those ne	w Agents assigned to a smaller metropolitan area	a, they
will be	rotated between two and four years later into or	ne of the
.12 large	metropolitan areas, again the only mandatory tr	ansfer
in their	career. These assignments are based on identif	ied
staffing	needs in order to achieve the Bureau's mission.	
	Frequently, the staffing needs of the Bureau a	re in
oppositi	on to the personal matters of Agents/applicants.	
However,	all personal requests and individual circumstan	ces are
reviewed	for consideration before transfer. Selection of	f
assignme	nts are not made arbitrarily. Agent personnel a	re not

	REPORT BY:
EARRIER ELIMINATION	
	FBI COMPON
	AGENC
1. Number of Barriers Identified for Analysis and Elimination in FY 8:	
2. Number of these Eartiers Eliminated in FY 8:	
2. Number of these Barriers Fartially Eliminated in FY 8:	
	•
For same barrier addressed curing the reporting year, indicate the occupations from which it is whom it tended to explude, and how the barrier was eliminated or partially eliminated (that is were instituted to replace the barrier). Where the barrier was not eliminated, please explain	
Samer Nc. 3: (Continued)	
recruited directly proportionate to the assigned comple	ements
of various offices. However, all personal requests are	e afforded
consideration, yet selection of assignments are based	primarily
on the overall staffing needs.	
Relocation is recognized as a disincentive.	As such,
the problems concomitant with relocation have been addr	essed
by the FBI by requiring fewer transfers of its personne	
Additionally, attempts have been made by the FRI to bui	
element of predictablility in its staffing and transfer	••
Implementation of these transfer policies has resulted	
frequent and fewer transfers for FBI Agents and their f	
The FBI's centralized Personnel Management Sy	stem has
had a positive impact and led to a high degree of unifo	rmity
in administering transfer policy. This approach enable	s the FBI
to advise applicants of transfer policy early in the ap	plicant/
employment process. To this end, applicant recruiters	
apprised of any changes in personnel matters such as tra	_
policies which may affect an applicant's employment dec	
A quarterly summary with such changes is disseminated to	
field offices and applicant recruiters.	•
While this barrier can never be fully eliminat	ed as most

BARRIER ELIMINATION	FBI	P.P UNIT COMMAND COMPONENT AGENCT
1. Number of Barriero Identified for Analysis and Elimination in FY 8:		
2. Number of these Earniers Eliminates in FY 8:		
S. Number of these Barriero Partially Eliminated in FY 2:		
For each barrier accressed during the reporting year, indicate the occupations from which it ter whom it tended to explude, and how the barrier was eliminated or partially eliminated (that is, were instituted to rediade the barrier). Where the barrier was not eliminated, blease explain who	nat alternative	pocove. : procedures : elimination
Earner Nc. 3:(Continued)		• -
transfers are necessitated by external forces to fulfill	FBI	<del></del>
obligations, current policy has resulted in less frequen		<del></del>
fewer transfers. This barrier will be readdressed in fu		
upcates.	ture '	<del></del>
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f F		REPORT 34	
<u>.</u>	BARRIER ELIVERATION		PIRE ENE
			COMPONENT
			AGENCY
L. Number of E.	arriero leentified for Analysia and Elimination in FV 1		
L. Number of St.	iese Barriero Eliminates in Fy 8 :		
I. Number of th	aca Barriero Particilly Ellminotes in FV 8:		
-			
wnoon it tanced to	scoresced curing the reserving year, inclimits the companions from which exercises and now the companion was estimated or compally estimated to	ar was warn a tomber we	
vero incurares a	i resides the semiler. Morre the semiler was not eliminated, siedes exp	ים מבות שישור הובו	
iomer No. 41	Nontraditional occupation for women.		
	This barrier affects the recruitment of S	pecial Agents	
Series i	1312.		<del></del>
	The FBI is accempting through the use of	ine media and	
_in_recru	piting activities to give greater visibility	to vomen in	<del></del>
the Spec	ilal Agent position whenever possible to over	100me	<del> </del>
the hesi	tancies of women applicants and reach out in	l a positiva	
manner_t	o those who might otherwise be available and	l interestad.	
Such eff	oris included in Barrier Elimination No. 1 a	ilso pertain to	· ·
this bar	rian. Sawwy magazina featured an antipla on	one of our	
women Sp	ecial Agent Squad Supervisors. Nationwide w	comen Agents ha	37e
'been feat	tured in newspaper articles.		
	The International Association of Women Pol	ice and the	
Interager	ncy Committee on Women in Federal Law Enforc	ement	
(Sponsore	ed by the Justice and Treasury Departments)	are strongly	
supported	d by the FBI as evidenced through participat	ion in their	
functions	s and providing instructors from the FBI Aca	demy to suppor	=   =
their res	spective training programs. Such support pr	cvides an	_
opportuni	ity for recruitment, but more importantly pr	omotes a forum	1
for addre	essing concerns unique to women in law enfor	cement as	_
well as j	job training for skill enhancement. FBI rec	ruitment effor	ts,
have also	o included contacts with several Black women	's scrorities	-

AMMER STARTS TO THE STARTS TO	Number of Barriers Commission for Analysis and Elimination in FY 3:  Number of Deares Partially Eliminated in FY 3:  Number of Deares Elimination in FY 3:  Number of Deares E		೯೭೯೦೯೦ ಕಳ್ಳ	
Number of Samiero dentified for Analysis are Elimination in FY 3:  Number of these Samiero Eliminated in FY 3:  Number of these Samiero Pinfarly Eliminated in FY 3:  Sam somier sacresced turing the transing year, inclinity the securations from which is tended to explude them is to the same of	Number of Barriero deminified for Analysis and Elimination in FY 3:  Number of these Barriero Eliminates in FY 3:  It tancoo to exclude, and the former was eliminated or partially eliminates that 4, what otherwise process in the formation to eliminate or partially eliminates that 4, what otherwise process in the formation to eliminate or partially eliminates that 4, what otherwise process in the formation to eliminate or partially eliminates to be an analysis and the National Conference of American  Eliminates Women.  The Fersonnel Resources Unit has placed paid advertisements in New Women Equal Socientumics and The Collegiate Carrier Woman respectives as well as newspapers throughout the country.  The Special Adent position continues to be a non-	SARRIER SIMBLATION		THE FACE
Number of Barriero Remiffes for Analysis and Elimination in FY 8:  Number of these Barriero Porticity Eliminates in FY 8:  Saan service secresces buring the recoming year, includes the particity eliminates to the secresce that is service as included to execute the secresce that is service the secresce to the secret to the secr	Number of Barriero Ceminiles for Analysis and Elimination in FY 8:  Number of these Barriero Pirtianly Eliminates in FY 8:  Seen Surviva secretated thing the patting year, included the patting of mass samples to the secretate that which it tendou to expluse permits it introduces and town the souther was animinated to patting that what entering entering the record included to posses the town the souther was not eliminated, besides explain what provented to eliminate the record included to posses and the National Conference of American  Business Women.  The Personnel Resources Unit has placed paid advectisements in New Women Equal Opportunity and The Collegiate Career Woman aspacines as well as newspapers throughout the country.  The Special Adent position continues to be a non-			CEMPON
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Number of Dians Samers Piniarly Silminotes in FY 3:  same some sacrescent bring the recoming year, includes the accompanions from which it tendou to explore section. It tendou to explore the some was sometimes or some to explore the source of sections the section what content was not entire was not entire the source of section what preventes to entire was not entire the source of American  (Continued)  and their job banks and the National Conference of American  Business Women.  The Personnel Resources Unit has placed paid advertisements in New Yomen Equal Oppositionity and The Collegiate Career Woman  magazines as well as newspapers toroughout the country.  The Special Adent position continues to be a non-	Number of these Samers Partially Eliminated in FV 3:	Number of Barriero Lemitified for Analysis and Elimination in FY 3 :		
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	BARRIER ELLINDVATION	P/R UNIT
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Barrier No. 5:	Low minority and female applicant pools.	
	This barrier affects the Special Agent posit:	ion,
Series 1	1311.	
	Present recruitment sources have not yielded	sufficient
numbers	of qualified minority and female applicants to	meet the needs
of the B	BI. A larger pool of qualified applicants would	id allow a more
varied s	election and the hiring of larger numbers of sy	ich applicants.
Several	personnel recruitment initiatives are underway	targeted
towards	the recruitment of women and minorities. Prince	cipal among
these ar	e the Southeastern U. S. Recional Recruiting Pi	lot Project
which ha	s exerted a significant portion of its effort t	oward the
recruitm	ent of qualified minorities. Three regional re	ecruiters
have bee	n designated to serve in specific geographical	areas rather
than hav	e the entire recruitment responsibility delegat	ed to full-
time app	licant coordinators in each field office. The	initiative
is fashi	oned after large private sector recruitment tec	hniques. It
will be	closely monitored by the Personnel Resources Un	it (PRU) to
determin	e benefits realized in terms of cost effectiven	ess and
increase	s of highly qualified candidates in the applica	nt pools.
	Qualification requirements and procedures do	not, of
themselv	es, act as a barrier to the attraction of such	applicants,
rather a	lack of knowledge about the availability of th	e job stands .

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Samer No. 5: (Continued)	
as a potential problem. To this end a major physical redesign of,	
as well as a refocusing of the message of our recruitment literature	
has occurred. This new recruiting literature presents minority and	
female role models as examples of the equal employment orientation	
of the FBI. Present recruitment literature does indeed reflect the	
agency's desire to reach all segments of the work force.	
Under the auspices of the PRU, formerly the Mational	
Recruiter's Office of the FBI, a concerted effort has been made to	
coordinate initiatives in the area of minority recruitment so that	
the message relayed to the public about the needs of the FBI, as well	
as an explanation of the mission of this Bureau contains uniformity.	
In Fiscal Year (FY) 1987, the FBI attended and visibly participated	
in over 40 significant recruiting events designed to reach out to	
a wide range of minority and female job seekers. This marks a vast	
improvement in the scope and quality of such efforts. Additionally,	
PRU maintains a list of willing and qualified minority and female	
Special Agents (SAs) who are willing and qualified to act as	
recruiters at such events. Part of the degree of success that has	
been achieved by such efforts rests on the active participation of	
qualified and involved EEO officials and program managers. Technical.	
assistance in the selection of key events, as well as active	

BARRIER ELIMINATION	REPORT BY:  P/R UNIT  COMMAND  FBI COMPONENT  AGENCY
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Samer Nc. 5: (Continued)	·
participation has done much to insure that the message of	of the Bureau's
diverse recruitment needs is heard.	
One of the most innovative methods in the Bure	eau's
recruitment programs is about to unfold in upcoming mont	hs. For
the first time in its history the FBI will have, on a co	ontractural
basis, the assistance of a full-time, full-service adver	tising
agency. The value of such assistance lies in the fact t	hat subsequent
placements of our very specific recruitment advertising	-
based on state of the art demographic and media analysis	·
to less valued methods such as prior experience or recom	mendations.
The Bureau has always made an effort to direct a portion	of its
advertising budget towards placements in minority media,	and the
assistance of an advertising agency should greatly assis	t in this
endeavor. In addition to using minority media, the Bure	au attempts
to use minority institutions. Advertisements are placed	in periodicals,
career day presentations are made and continuous contact.	s are made , ,
with placement directors and/or other campus personnel w	ho may spot
viable applicants.	
Additionally, the FBI has increased the emphas:	is placed
on management, specifically field office management, to	create a higher
profile of interest and active participation in such reco	ruitment

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applicant pools and should promote the number of applicants seeking  FBI employment.  The future success of the Bureau in adequately recruiting  the types of individuals necessary to replace those leaving the Bureau  depends on a committment to aggressive efforts to ensure a workforce  representative of all the groups found in our society, particularly  minorities and women. Efforts now underway and those under consideration	our advertising agency. Information pertaining to barr	iers number
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the types of individuals necessary to replace those leaving the Bureau depends on a committment to aggressive efforts to ensure a workforce representative of all the groups found in our society, particularly minorities and women. Efforts now underway and those under consideration	FBI employment.	_
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representative of all the groups found in our society, particularly minorities and women. Efforts now underway and those under consideration	the types of individuals necessary to replace those leav	ving the Bureau
minorities and women. Efforts now underway and those under consideration	depends on a committment to aggressive efforts to ensure	a workforce
	representative of all the groups found in our society, p	particularly
now will hopefully circumvent any perceived or existing problems in .	minorities and women. Efforts now underway and those un	nder consideration
	now will hopefully circumvent any perceived or existing	problems in
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BARRIER ELIMINATION		REPORT BY:
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segments of our society are in place, and initiatives now being acted on will insure a steady flow of applicants that should increase in numbers and improve in quality during upcoming years.	nom it tended to exclude, and now the barrier was eliminated or partially eliminated are instituted to replace the barrier). Where the barrier was not eliminated, please e	(that is, what alternative procedure) whan what prevented its elimination
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	numbers and improve in quality during upcoming year	s.
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	REPORT BY:
BARRIER ELLINDATION	-ואט פיים
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	FRT COMPONENT
To Number of Barriero Identified for Analysis and Elimination in FY 3:	
2. Number of these Earniert Eliminates in FY 8 :	
3. Number of these Barriers Partially Eliminated in FY 8:	
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For sam between accressed during the resorting year, indicate the occupations from which it to	nosu to excluse people.
whom it tended to exclude, and how the durbler was eliminated or durbally eliminated (that is, were instituted to reduced the durbler. Where the durbler was not eliminated, diease explain w	what alternative procedures mat prevented its eliminations
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Earner Nc. 6: Unable to meet basic qualifications.	
This barrier affects the recruitment for word	processing
positions (Series 0312, 0318, 0322) which affects women	and minorities.
This barrier is being addressed by offering s	tructured class-
room training in typing and shorthand as well as busines	
administrative procedures and proofreading. There was	
in these training programs during FY-1987 from the previous	
vear. The pay enhancement approved by the Office of Pay	
for salary rates in the District of Columbia Metropolita	••
Area for stanographers, typists and data transcriners in	
through GS-7 likely stimulated interest of employees to	qualify for
these positions. During FY 1987, 173 employees successf	fully completed
typing courses as compared to 93 the previous fiscal year	er and 88
individuals completed shorthand classes as compared to 7	6 in FY 1986.
Additionally, personnel completed training in word-proce	essing related
courses as follows: 81 - Business English; 78 - Adminis	trative Procedure
The two latter courses are open to incumbents in other j	
series; however, the majority completing the course cont	·
from the word processing series with the intent to enhan	
for more efficient performance in current position and/o	
to higher positions as vacancies occur.	r advancement
In September, 1986, within the FBI Headquarter	s a Career

BARRIER ELIMINATION	REPORT BY:  PR UNIT  COMMAND  COMPONENT  AGENCY
1. Number of Barriers identified for Analysis and Elimination in FY 8:	
2 Number of these Barriers Eliminated in FY 8:	<del></del>
3. Number of these Barriers Partially Eliminated in FY 8:	
For each barrier addressed curing the reporting year, indicate the occupations from which whom it tended to exclude, and how the barrier was eliminated or partially eliminated (the were instituted to replace the barrier). Where the partier was not eliminated, please explanations.	it is, what alternative procedures
Samer No. 6: (Continued)	· · · · · · · · · · · · · · · · · · ·
Guidance Program was established for Support and Serv	rice Employees.
The implementation of this program affords all non-Ag	ent employees
the opportunity to receive professional career guidan	ice from
knowledgable counselors. The service is to provide q	ruidance and
assistance to employees who desire to develop career	goals, improve
interviewing techniques and better their Position App	olication and
Qualification Statements to apply for position vacano	ies. Through
the counselling services employees are encouraged to	seek educational
opportunities, improve skills and assess their advance	ement potential
In conjunction with this program, Resume Workshops ar	re provided on
an as needed basis.	
The foregoing Career Guidance Program was i	.nstituted following
a job task analysis study which encompasses all suppo	ort positions
Bureau wide. Other outgrowths of this project will b	e enhanced testing
and selection procedures. These initiatives will imp	eact on all support
positions within the FBI.	
On June 26, 1987, a new merit promotion pla	n was instituted.
The training programs coupled with career of	ounselling and
proper selection procedures should enhance opportunit	ies for women
and minorities and the entire support staff in not on	ily word
processing series, but all positions.	

		REPORT BY:
	BARRIER ELIMINATION	P/R UNIT
		FBI COMPONENT
		AGENCY
L Number of Bar	mero loentified for Analysis and Elimination in FY 8:	
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ismer No.6:	(Continued)	
	The FBI will continue monitoring and promot:	ing these training
and guida	nce programs to eliminate the inability of e	mplovees to meet
basic qual	lifications.	•
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Declass	sified and Approved For Release 2013/06/05 : CIA-RDP90-00530	0R001002350030-3

## EMPLOYEE DISTRIBUTION LEVEL GROUPINGS FISCAL YEAR 1987

											. ,507													
		ALL EMPLOYEES				3T1HW		BLACK			HISPANIC				ASIAN				A/IND					
GRD LEVELS	TOTAL	MALE	%	FEM	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	
GS-01-03	616	143	23.2	473	76.7	223	36.2	38	6.1	228	37.0	7	1.1	8	1.2		.0	2	.3	3	4		1.9	
GS-04	1385	262	18.9	1123	81.0	547	39.4	89	6.4	535	38.6	7	. 5	25	1.8	4	. 2	5	. 3	2	. 1	11	.7	
GS-05	2940	471	16.0	2469	83.9	1303	44.3	141	4.7	1068	36.3	11	.3	61	2.0	6	. 2	13	. 4	. 5	. 1	24	. 8	
GS-06	2004	239	11.9	1765	88.0	1065	53.1	63	3.1	620	30.9	11	. 5	46	2.2	2	.0	19	. 9	. 1	.0	15	. 7	
GS-07	2126	623	29.3	1503	70.6	891	41.9	152	7.1	560	26.3	15	.7	34	1.5	. 9	. 4	8	. 3	5	. 2	10	. 4	
GS-08	579	113	19.5	466	80.4	349	60.2	20	3.4	95	16.4	2	. 3	16	2.7	•	.0	3	.5		.0	3	.5	
GS-09	1185	404	34.0	781	65.9	603	50.8	35	2.9	143	12.0	7	. 5	28	2.3	16	1.3	2	. 1	2	. 1	5	. 4	
GS-10	1521	1133	74.4	388	25.5	315	20.7	67	4.4	42	2.7	73	4.7	24	1.5	19	1.2	3	. 1	4	. 2	4	. 2	
GS-11	1473	1016	68.9	457	31.0	376	25.5	52	3.5	43	2.9	55	3.7	19	1.2	32	2.1	15	1.0	9	. 6	4	. 2	
GS-12	1467	1168	79.6	299	20.3	268	18.2	66	4.4	20	1.3	54	3.6	7	. 4	24	1.6	4	. 2	9	. 6		.0	
GS-13	5116	4860	94.9	256	5.0	233	4.5	135	2.6	8	. 1	160	3.1	11	. 2	40	.7	2	. 0	22	. 4	2	. 0	
GS-14	1120	1083	96.6	37	3.3	35	3.1	38	3.3	2	. 1	33	2.9		.0	8	.7		0	5	. 4		.0	
GS-15	322	321	99.6	,1	.3	1	. 3	4	1.2		.0	4	1.2		. 0	5	1.5		. 0	2	.6		.0	
отнеку	152	150	98.6	2	1.3	1	.6	à	1.9	1	.6	2	1.3		.0	,1	.6		.0		. 0		.0	
WAGEBOARD	471	378	80.2	93	19.7	21	4.4	.99	21.0	69	14.6	7	1.4	2	. 4	1	. 2	1	. 2	2	. 4		.0	
TOTAL	22477	12364	55.0	10113	44.92	6231	27.7	1002	4.41	3434	15.21	448	1.92	281	1.21	167	. 7	77	.3	71	. 3	90	.4	

\*GS 16 thru GS 18

### FY-87 EOD PERSONNEL PROFILE BY GRADE LEVELS

GRD LEVELS	TOTAL	ALL EMPLOYEES				WHI	WHITE		BLACK				HISPANIC				ASIAN			A/IND			
		MALE	%	FEM	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%
GS01-04	1042	213	20.4	829	79.5	444	42.6	64	6.1	365	35.0	8	.7	14	1.3		.0	6	.5		.0		.0
GS05-08	797	224	28.1	573	71.8	382	47.9	28	3.5	180	22.5	4	.5	5	.6	. 2	.2	6	.7	3	. 3		.0
GS09-12	762	624	81.8	138	18.1	120	15.7	34	4.4	10	1.3	44	5.7	6	.7	12	1.5	2	.2	1	. 1		.0
GM/GS13-15	6	. 4	66.6	2	33.3	. 2	33.3		.0		.0		.0		.0		.0		.0		.0		.0
WAGEBOARD	35	23	65.7	12	34.2	3	8.5	6	17.1	. 8	22.8		.0		.0		.0	1	2.8		.0		.0
GS16-18			.0	1	.0	1	.0		.0		.0		.0		.0		.0		.0		.0		.0
TOTAL	2643	1088	41.1	1555	58.8	952	36.0	132	4.9	- 563	21.3	56	2.1,	25	.9	14	. 5	15	.5	4	. 1		.0